



MCISRE

Civilian Career Services

Expeditionary Intelligence Requires Expeditionary Learning

3 March 2016

- Concept
- Governance
- Roles and Responsibilities
- Funding
- Spending

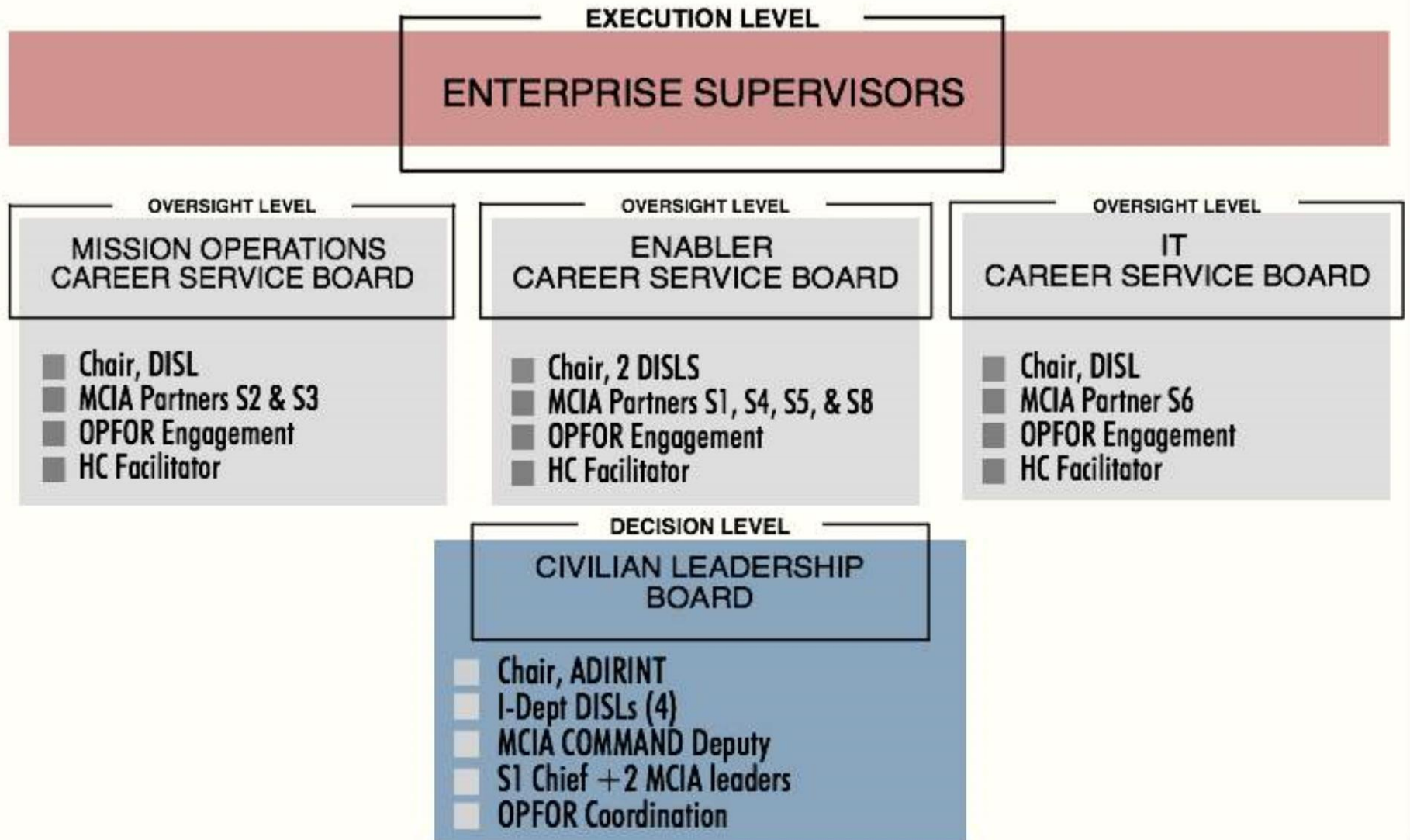
Overview

- Learn faster than the adversary
- Develop as an enterprise, work as an enterprise
- Focus on human capital lifecycle (planning, professionalization, and employee potential)

Competitive Professional Development Program
folded into Career Services system



GOVERNANCE



DISLs chair, MCIA S's partner, G2s advise, HC supports

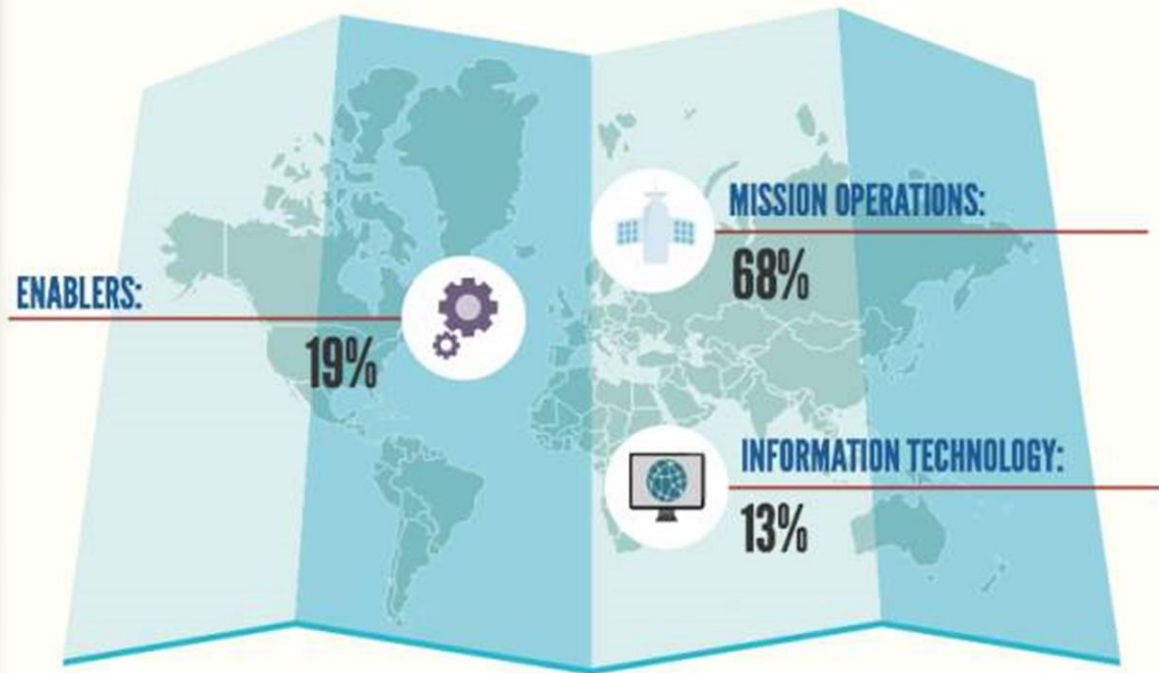
- **Oversight:** Civilian Leadership Board sets framework, spending criteria, and conducts monthly review and annual evaluation
- **Management:** Career Services provide significant, recurring developmental opportunities (hub to OPFOR) through DCIPS

Roles and Responsibilities



FUNDING

FUNDING COVERS ALL MCISRE CIVILIANS, HUB TO OPFOR



Funding

- **Funding**

- DCIPS funds allocated by percent of MCISRE population (not for PCS)
- Community of Interest funds designated for Mission Operations career service
- Pat Roberts Intelligence Scholarship Program (PRISP) and other such funds available

- **May change with execution**

- **Spending Organized by**
 - 3 developmental types: Experience, Exposure, Education
 - 3 performance levels: Entry, Journey, Senior
 - 3 purposes: Strategic Interests, Competency Needs, Success Profiles
- **Purposes Defined**
 - Strategic Interests: MCISRE Execution Plan (3 focus areas, 15 priority actions)
 - Competency Needs
 - Tradecraft gaps
 - Performance element gaps
 - Soft skill gaps (leadership, management, supervision, teams)
 - Success Profiles (experience, expertise, competencies needed to be successful in key positions) *under construction*
- **Spending Thresholds**
 - Size (group), or
 - Cost (\$4k and more), or
 - Time (lasts more than one week)

Spending Framework

- **Experience** (short-term, not PCS)
 - Purpose/Activity by performance level and number of working days
 - Strategic Interests (MEP:DIRINT focus areas and Priority Actions)
 - Strategic Themes (e.g., innovation)
 - Tradecraft Enhancement
 - Internal Rotation
 - Joint Duty Assignment
 - Liaison Officer (?)
- **Exposure**
 - Purpose/Activity by performance level
 - Conferences
 - Symposia
 - Mentoring
 - Coaching
 - 360 Assessment

Developmental Types

- **Education**

- Purpose/Activity by performance level
 - Leadership, Management, Supervisory, and Performance Element-related training for groups *or* courses that last more than one week *or* cost more than \$4k
 - Civilian PME
 - Tradecraft certifications
 - Technical training (above \$4k)
 - College classes

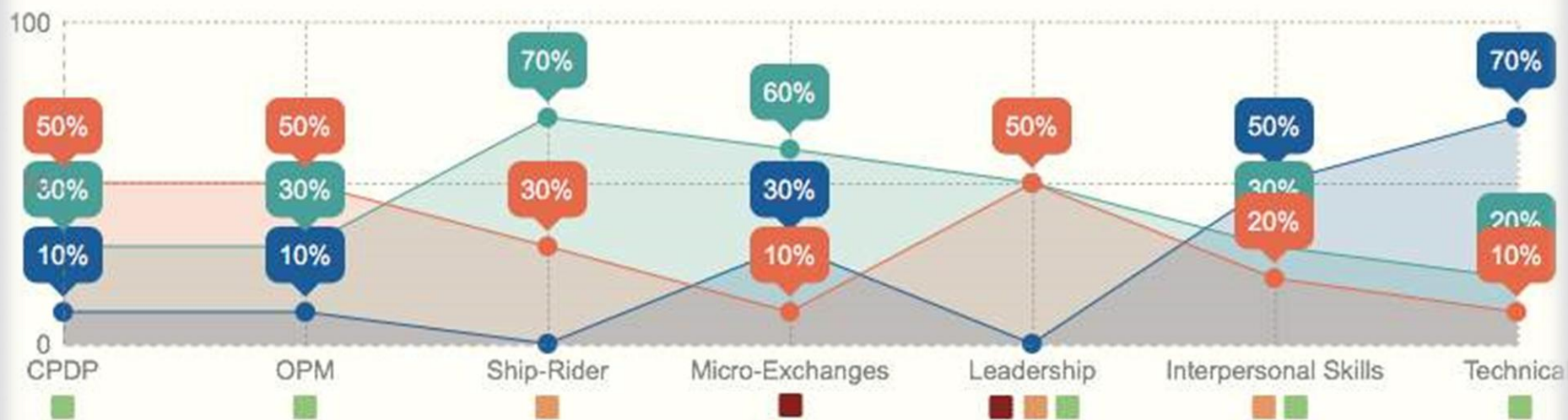
Developmental Types



LEVEL AND TYPE

Notional Breakdown

■ Entry ■ Journey ■ Senior



■ Experience (70%) ■ Exposure (20%) ■ Education (10%)